

# Jobsplus Schemes:

## Access to Employment Investing in Skills



Operational Programme II - European Structural and Investment Funds 2014-2020  
*"Investing in human capital to create more opportunities and promote the well-being of society"*  
Aid scheme part-financed by the European Social Fund  
Co-financing rate: 80% European Union; 20% National Funds



# The role of Jobsplus as the IB:

- ▶ Jobsplus carries out the implementation and management of the Access to Employment (A2E) and the Investing in Skills (IIS) Schemes in line with the Covenant and its Annexes.
- ▶ Jobsplus also ensures that the schemes are implemented in line with the provisions of Commission Regulation (EC) No. 651/2014 of 17 June 2014 as well as any other relevant provisions.

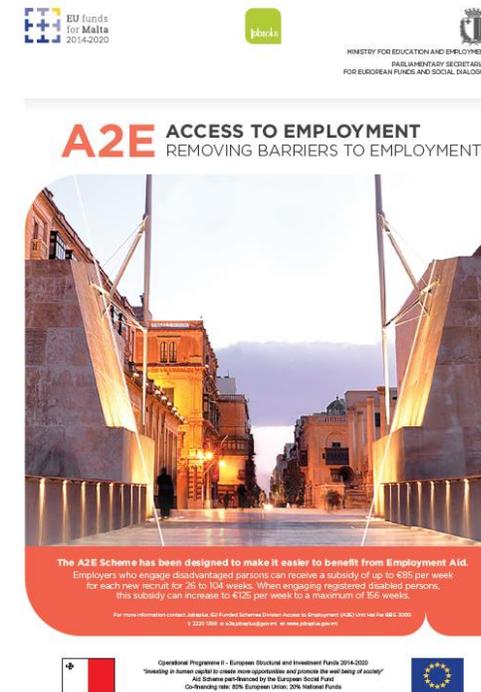
# Access to Employment Scheme

A2E aid scheme provides employment aid to enterprises in Malta and Gozo to promote the recruitment of the more challenged amongst jobseekers and inactive persons.

- ▶ The A2E offers wage subsidies to employers who engage disadvantaged persons, such as:
  - Persons with a disability
  - Long term unemployed
  - Single adults with dependant/s
  - Low skilled persons
  - Mature workers

# Access to Employment Scheme

- ▶ In 2018, 278 grant agreements were signed, reaching a total of 1,058 grants.
- ▶ 496 unique employers are being supported through the scheme.



# Access to Employment Scheme

Micro and Small enterprises represent:

- ▶ 76% of the employers supported
- ▶ 60% of the scheme allocation

Size of Undertaking	No of Unique Beneficiaries	No of Participants	Value of Grant Agreement
Micro	265	415	€2,309,700
Small	115	303	€1,714,600
Medium	88	186	€1,649,000
Large	28	154	€990,500
<b>Total</b>	<b>496</b>	<b>1,058</b>	<b>€6,663,800</b>

# Indicators - Actual till December 2018

Output Indicator	Malta	Gozo	Total
Persons supported	611	414	1,025
Participants above 54 years of age	71	38	109

Result Indicator	Malta	Gozo	Total
Participants in employment upon leaving	75%	87%	81%
Older workers in employment upon leaving	64%	90%	77%

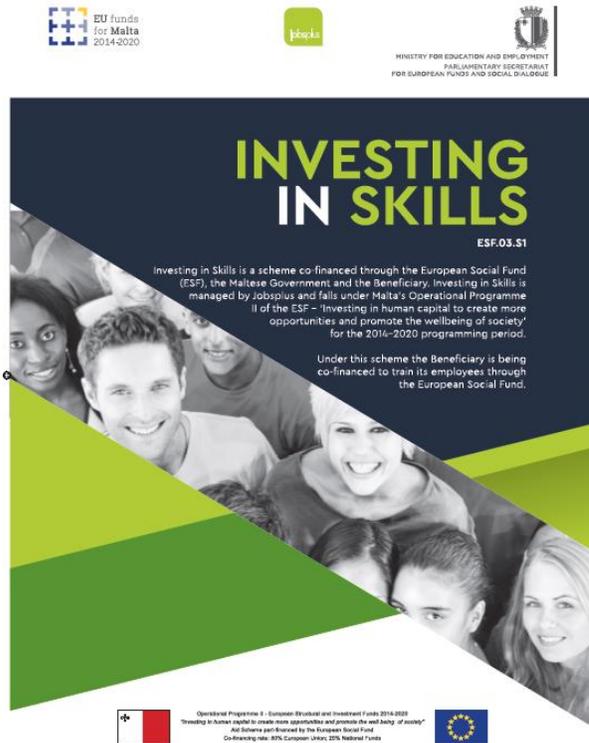
# Feedback from employees/clients

## ▶ A2E

- Mark, a disabled person, has now been in employment with an IT company as a computer technician for over three years. Mark said that the scheme assisted him to find stable employment despite the fact that he was disabled.
- Vanessa, a single adult with dependents, had been unemployed for over one year before a medical company engaged her as a sales person. Vanessa acknowledges that this employment opportunity also contributed to increasing her skills in dealing with different clients in a hectic environment.

**Both employers agreed that the A2E incentivised them to employ disadvantaged persons.**

# Investing in Skills Scheme



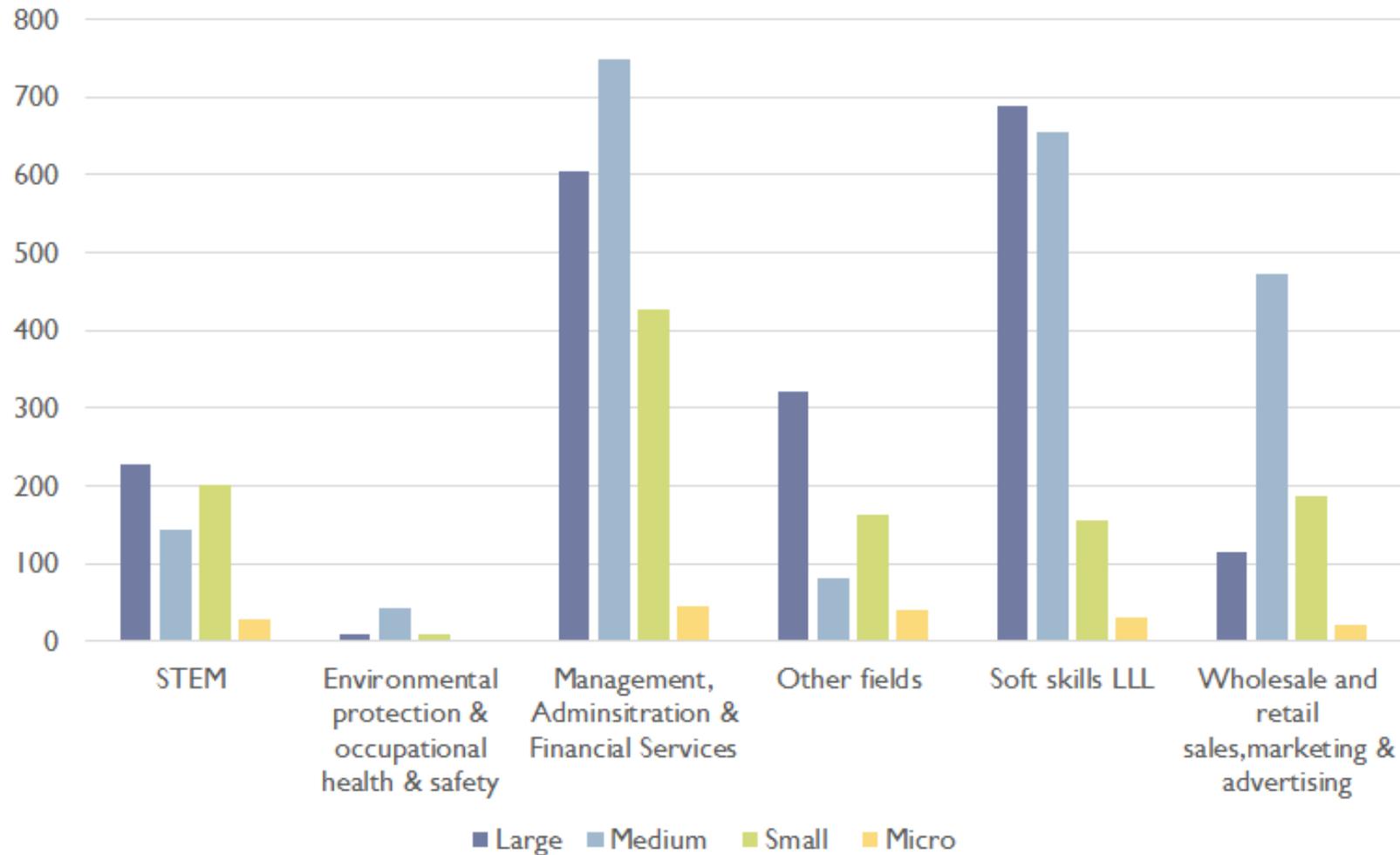
- ▶ Investing in Skills assists employers in training their staff both locally and abroad.
- ▶ The scheme is intended to promote access to the training of persons actively participating in the Maltese labour market, with a view to increasing productivity and enhancing adaptability. It seeks to increase and/or improve the knowledge and skills of employed persons through funds granted.

# Investing in Skills Scheme

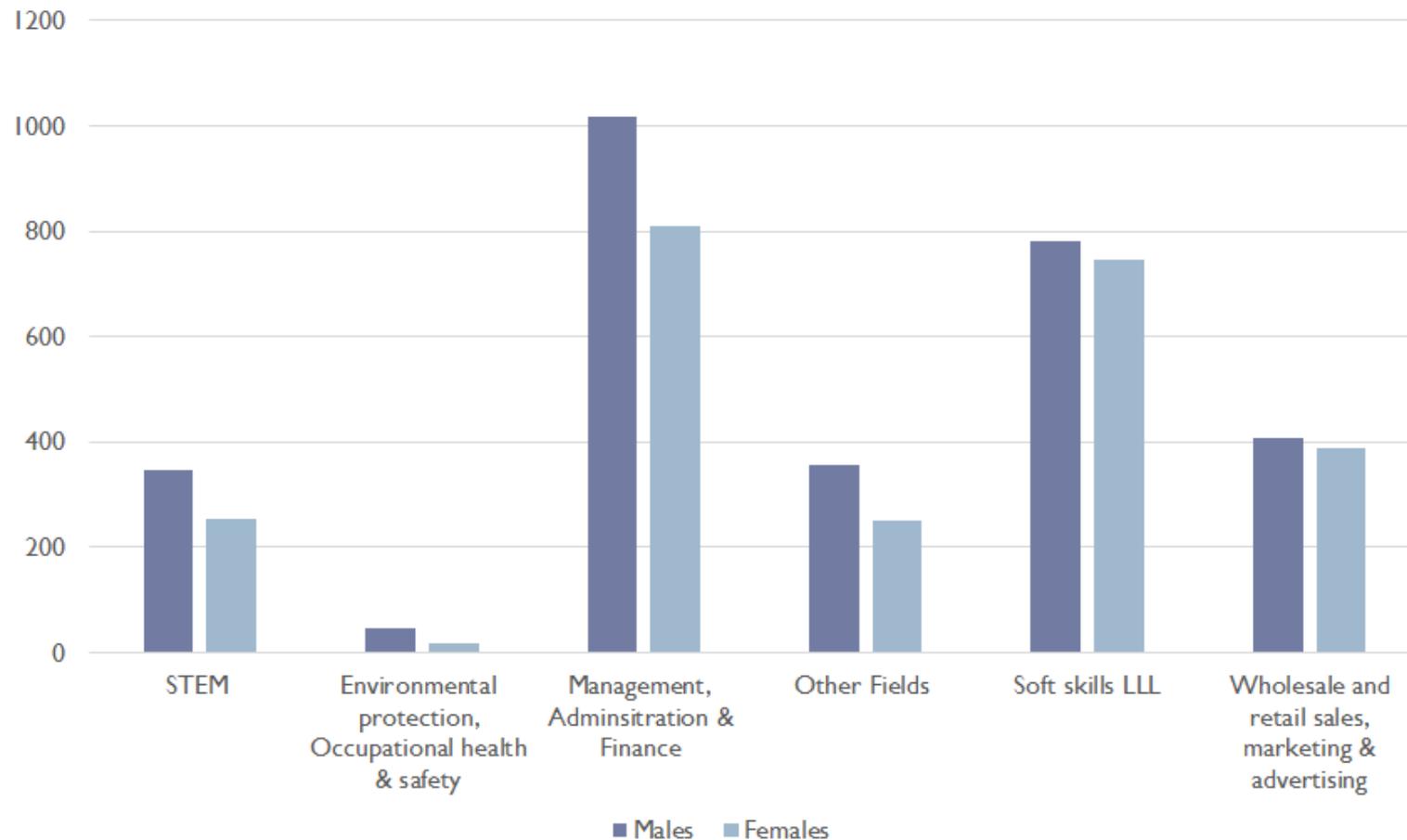
- ▶ Investing in Skills was launched in March 2017.
- ▶ As at end 2018 a total of 1,108 applications were submitted, of which 723 (65%) were received in 2018.
- ▶ 660 grants were signed amounting to just over € 1.1m:

Size of Undertaking	No of Applications / Grants	No of participants
Large	330	1,967
Medium	358	2,143
Small	294	1,143
Macro	126	166
<b>Total</b>	<b>1,108</b>	<b>5,419</b>

# Investing in Skills Scheme (Categories of Training)



# Investing in Skills Scheme (Categories of Training and Participants)



# Indicators - Actual till December 2018

Output Indicator	Malta	Gozo	Total
Persons supported	3,882	132	4,014

Result Indicator	Malta	Gozo	Total
Participants obtaining a qualification/certification leaving	91%	93%	92%

# Feedback from employees/clients

## ► IIS

- David, a co-owner of a manufacturing company, needed to maximise the output of the factory's paper bag printing machine in order to remain competitive. He and his staff underwent training and David acknowledges that this assisted the SME to be more cost effective.
- Martin, the Administration Manager at retain company, noted that staff were not very conversant with Business English. He sent groups of his front line staff for training to overcome this deficiency. Eleanora, one of the trainees, remarked that this training helped her increase her ability to reach sales agreements with clients.

# Complimentary Actions

- ▶ Prior to the enrolment in the A2E scheme, through the VASTE project disabled persons can be supported to work exposure and may benefit from job coaching to allow an easier path to open employment.
- ▶ People in disadvantaged situations, as well as disabled persons can also benefit from the Jobsplus Bridging the Gap scheme. This scheme is designed to assist people in the transition period from unemployment to employment.

# SCOs learning curve and challenges

- ▶ The introduction of Standard Scales of Unit Costs in both schemes heavily reduced the administrative burden for both employers and the IB.
- ▶ Several information sessions regarding the introduction of SCO's were held to ensure that employers were aware of this new process.
- ▶ The reduction in administrative budget allowed the IB to focus on the results and increased the frequency of physical on the spot checks in order to check the supported
  - A2E - 100% physical on the spot checks prior to each payment
  - IIS - 80% of grants were visited at least once

# How is the funding of the schemes reflecting the market needs of the Maltese economy?

- ▶ Although Malta's unemployment rate is only 3.5%, the A2E Scheme targets disadvantaged persons who would in any case find it difficult to seek/find employment.
- ▶ The A2E scheme is also in line with Malta's National Disability Strategy, which amongst others, aims to create better opportunities for people with disabilities in the labour market.
- ▶ Training subsidised through IIS addresses the current market needs and contributes to professional development and employment mobility as per Malta's National Lifelong Learning Strategy 2020.

**Thank You**

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